

**WOMEN'S PPE:
ARE WE PROPERLY
PROTECTING
EVERYONE?**



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WHAT WE “KNOW”

Z590.6 and Women’s Bodies

CHANGING THE NARRATIVE

The Myths of Women’s PPE

MAKE IT HAPPEN

Best Practices to Get What You Need

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did you know that women have...

- Shorter Legs and Longer trunk
- Narrower Shoulders
- Slimmer Waist
- Broader Hips
- Higher Waistline
- Shorter Sleeve inseam
- Shorter Shoulder to waist length
- Smaller Chest Circumference

- Cheekbones closer together
- Cheekbones higher
- Smaller head circumference
- Smaller head length
- Smaller head breadth
- Shorter temple length
- Shorter hand length
- Narrower hands
- Shorter fingers

- Forefoot is wider
- Heel is narrower
- Height of ankle is lower
- Narrower at the ball, instep and heel
- Higher arch in women
- AND SO ON

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Technical Report: Guidance of Personal Protective Equipment for Women

A Technical Report prepared by ASSP and registered with ANSI



Is it a problem here?

ASSESS YOUR WORKPLACE

Understanding the scope of what the women at a workplace may need can help employers make better purchasing decisions.

1. Survey the field, specifically including your women workers, on their access and comfort with PPE
2. Consider this being in an anonymous format to increase responses
3. Educate frontline and staff on the anthropological differences in the sizes and shapes and ratios of men and women's bodies.
4. Continue talking after PPE has been purchased



BUILD A BUSINESS CASE FOR WOMEN'S PPE

1. Understand your business first.

- a. How does management feel about safety now?
- b. How does management feel about *you*, the safety team, and the safety profession?
- c. What are the business' current economic challenges, long term strategic plans, and current financial performances?

2. Define the Problem.

- a. "Describe what issues you want to solve, the evidence showing the problem exists, what it is costing the business, and what the desired outcome is you are trying to achieve with your plan" (National Safety Council, 2013).
- b. Use your assessment from your frontline women worker's to help define this problem

3. Explain Benefits in their language.

Physical impacts of improper PPE Fit: One size fits all is not true. Improperly fitting PPE leaves women at risk of hazards, increasing the risk of an injury via it's probability AND it's severity. Here are some examples:

Respiratory Protection not fitting women workers in healthcare, which is female-dominated, increases risk of communicable diseases.

Safety glasses are designed for male faces or small children's faces and not for the shape of women's faces, leaving gaps between them and the face of the worker. This increases the risk of an injury from chemical or physical hazards.

Women forced to wear gloves or other PPE that is too large exposes them to caught-in hazards when working around machinery.

Additional Physical Considerations

Women may experience menopause, hysterectomies, pregnancy, and other reproductive system related concerns. Not considering these and provided appropriate equipment for this population may expose the company to discrimination claims or similar concerns.

Psychological Safety

Not providing properly fitting PPE tells our women workers that we do not value them, did not think of them, and that they are not welcome. In the world of Diversity, Equity and Inclusion, this is the opposite of our goal.

Efficiency

Improperly fitted PPE can slow down work due to frequent or near constant adjustments of the PPE or the PPE itself actually limiting the ability to perform the work (e.g. gloves that are too large limit fine motor skills).

4. Specific Implementation Plan

Be prepared with a specific plan on what to buy, how you will get it, how you know it is the right product, and how much it will cost.

The Myths of Women's PPE

NO ONE IS MAKING IT

- A. Specialty Manufacturers
- B. Distributor channels not open
- C. Corporate Apparel Programs
- D. Direct to Customer options

THE PINK TAX

- A. Women's PPE costs more
- B. Potential additional costs
- C. Specialty manufacturing doesn't equal specialty pricing

WE DON'T NEED IT

- Ill-fitting PPE will not protect against hazards in the workplace.
- "Shrink it and pink it approach" - Needs to contour and adjust to our bodies.
- Walking Entanglement

SMALL MFG CAN'T MEET OUR SUPPLY NEEDS

A. Benefits of Specialty Manufacturers

- Focus on fit, inclusive sizing and comfort
- Responsive to our customers and able to create products they want and need

B. Understanding Supply/Demand



HOW DO we get the PPE we need?

Step 1

Connect with
Manufacturers

Step 2

Trade
Shows/Conference
Circuit

Step 3

Vendor Days

Step 4


Creative Solutions for
Specialty Suppliers

Creative Solutions

How to use Specialty Suppliers



**Direct
Partnerships**



**Working
through/
with and
around
contracts**



**Other
Solutions**

Connect with Us!



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